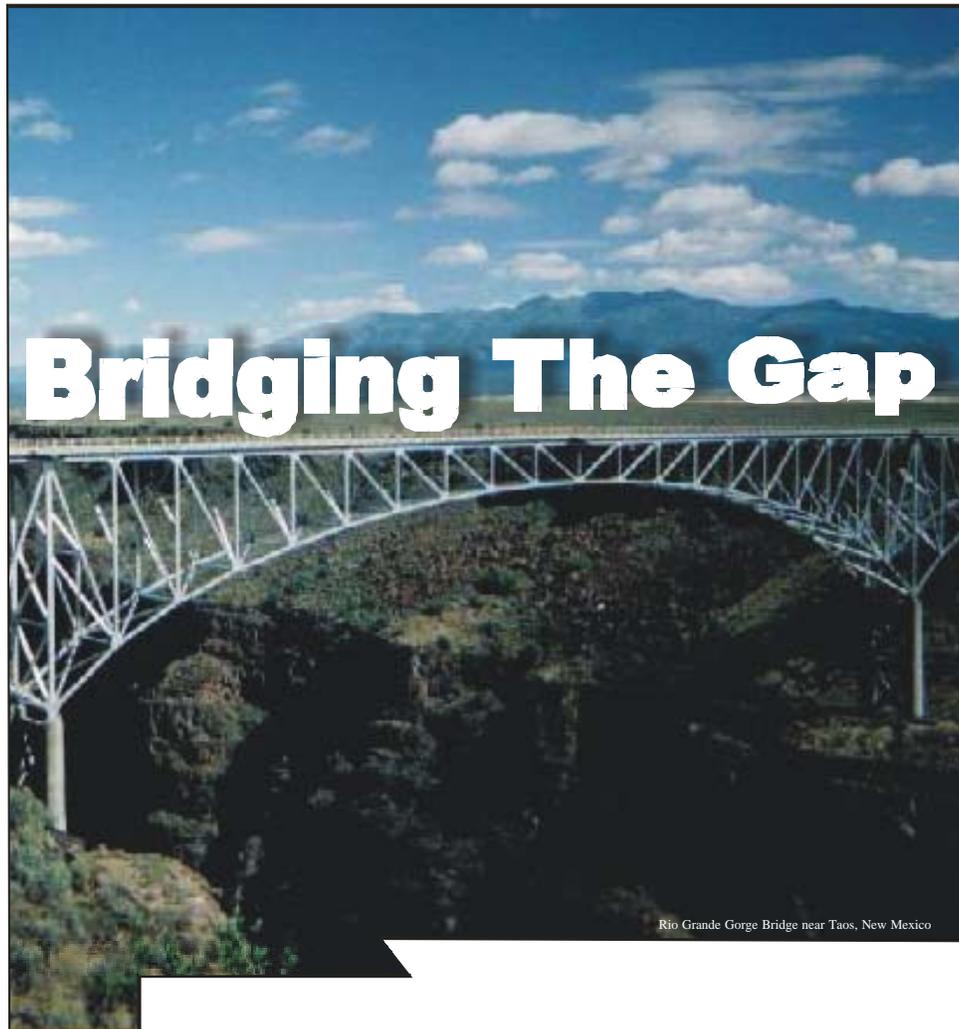


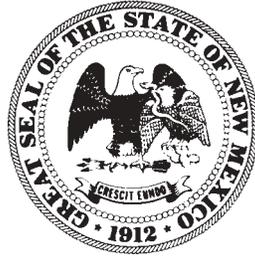
New Mexico Workforce Investment Act



Annual Report 2000

Revised December 20, 2001





New Mexico Workforce Investment Act Annual Report 2000

**Gary E. Johnson
Governor**

**Sherman McCorkle
Chairman, State Workforce Development Board**

**Steve Anaya
Chairman, Central Workforce Development Board**

**Jimmie Shearer
Chairman, Eastern Workforce Development Board**

**Sam Cata
Chairman, Northern Workforce Development Board**

**Robert C. McNiel
Chairman, Southwestern Workforce Development Board**

November 2001

Equal Opportunity is the Law

The New Mexico Department of Labor is an equal opportunity employer/program and auxiliary aids and services are available upon request. WIA applicants, claimants, participants, recipients, and staff shall not be discriminated against on the basis of race, color, religion, sex/gender, national origin, citizenship, age disability, political affiliation, or belief in both participation and employment, reprisal or retaliation for filing grievance, testifying or agreeing to testify in any investigation or proceeding related to the WIA also regarding health, safety and displacement of denying benefits to any individual to which that individual is otherwise entitled, or participation in any WIA financially assisted program or activity.

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Dear Secretary Chao:

The State of New Mexico takes great pride in presenting our Program Year (PY) 2000 Workforce Investment Act (WIA) Annual Report for your review. As we stand on the dawn of a new millennium, the "Land of Enchantment" is preparing its workforce to meet the challenges presented by the evolving global economy. We have taken full advantage of the opportunities presented to us by the WIA to foster new progressive relationships with our employer and education communities to design and implement innovative and effective approaches to train our workforce.

Our newly designated Local Workforce Investment Area Boards continue to create a more focused and locally responsive delivery system to meet the needs of local employers and customers. It is our goal that a statewide delivery system provide a balance between locally designated One-Stop Centers, Educational Institutions and the Local Boards to assure a seamless delivery of services to all residents. This balance will enable training programs to meet local job market needs as they respond to rapidly changing conditions.

New Mexico is beginning to realize the effect of this new philosophy as new partners emerge to link similar programs leveraging resources and infrastructure. This has been exemplified through the relationships forged between various partner agencies such as Labor, Human Services, Highway and Transportation, Children Youth and Families, Economic Development and Vocational Rehabilitation. This framework will serve as the basis for the State Workforce Development Board's task of preparing New Mexico's workforce for the future.

In view of the overwhelming challenges presented, we are proud of our accomplishments of the past year and pledge to continue the development of this system to better serve our residents.

Sincerely,


Gary E. Johnson
Governor



Gary E. Johnson
Governor of New Mexico

The Honorable Gary Johnson
Governor of New Mexico
State Capitol Building
Santa Fe, New Mexico 87503

Dear Governor Johnson:

I am pleased to present the State of New Mexico Workforce Investment Act (WIA) Annual Report for Program Year 2000 from the State Workforce Development Board. This Board along with the Central, Eastern, Northern, and Southwestern Local Workforce Development Boards are working together to bring quality services to the WIA participants and employers of New Mexico. The transition from the Job Training Partnership Act (JTPA) to WIA has been a challenge that has brought the entire WIA network together.

The "New Mexico Workforce Connection" has been established and includes the State Workforce Development Board, the Local Area Boards, State Agency on Aging, Commission for the Blind, the Department of Education, the Division of Vocational Rehabilitation, Vocational Education, Department of Labor, Economic Development, Housing and Urban Development, Human Services and Job Corps. The Workforce Connection has worked toward the common goal of considering the unique needs of business, education and labor while providing leadership, developing policy and being accountable for an integrated workforce development system that is second to none.

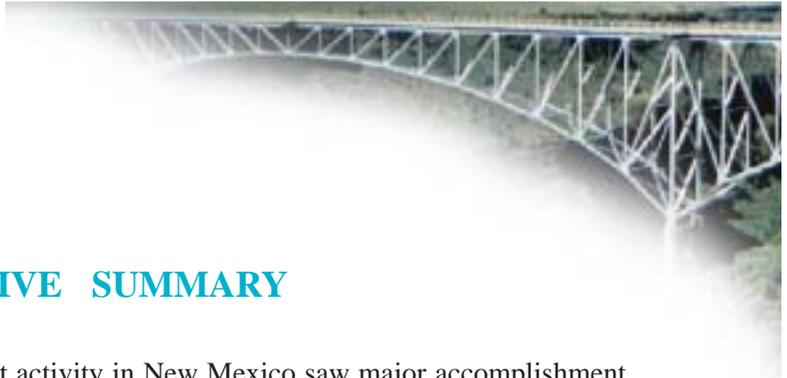
Our goal is to continue to provide all New Mexicans with access to the services and training they need to become self-sustaining citizens, and productive, contributing members of the workplace and community.

Sincerely,


Sherman McCorkle, Chairman
State Workforce Development Board



Sherman McCorkle
Chairman, State
Workforce Development Board



EXECUTIVE SUMMARY

The first year of Workforce Investment Act activity in New Mexico saw major accomplishment toward implementing the goals of the new government implement and training program. Major progress was made in transferring program divisions to local areas, in offering training related to local labor market demands and in establishing One Stop Career Center Services. Four local workforce boards and associated youth councils were established and developed operational structures. Numerous service contracts were issued and training provided at all levels.

Several major initiatives are underway. These include improved communications, surveys, better case management, increased training and installation of an internet management and service system.

There was \$41.7 million of Workforce Investment Act funds received from the federal government for New Mexico during the federal year. Twenty-seven million dollars of this was provided to local areas for programs. The State has identified over \$305 million of government employment and training funds available to state agencies

During the program year, New Mexico employment growth increased significantly. However, the current and short-term forecast is much more limited increases due to the national recession. Manufacturing and tourism are being most negatively affected; call centers, and gaming are very positive. Long-term growth through 2008 is very positive with a rate nearly twice the national average and over 185,000 new jobs. Occupations most in demand currently are medical, skilled construction, protective services and certified transportation. Per capita income and wages in New Mexico continue to be considerably below the national average.

Performance indicators for the population served during the period were met or exceeded in most cases. These included customer (participants and employers) satisfaction and most of the adult, dislocated and youth placement, job retention, increased earnings and obtained credentials rate. At the state level only the older youth entered employment (placement) rate did not meet standards. At the local area level this same category plus younger youth credential and older youth earning change fell below performance requirements in certain areas.

NEW MEXICO'S WORKFORCE INVESTMENT SYSTEM BACKGROUND

Principles and Opportunities Created by WIA

The intent of the Workforce Investment Act of 1998 is to ensure that Americans have the training they need to qualify for good jobs and to successfully manage their careers. The Workforce Investment Act (WIA) replaced the Job Training Partnership Act (JTPA) and creates a new employment and training network. To successfully accomplish this transition many activities and events took place (see attached chart titled "A Year of Transition"). The goals of the State of New Mexico's WIA system are to streamline services by consolidating services and information concerning more than sixty federal training programs. Funding and decision-making authority is transferred from the State of New Mexico to the local areas.

Many aspects of WIA offer better opportunities for success. The WIA program promotes individual responsibility and personal decision-making through the use of vouchers (individual training accounts) for the purchase of training services. The strong and active role of local businesses and the requirement that training be designed for occupations that are in local labor market demand will result in a market-driven system. Performance measures in training programs will include rates of job placement, retention, and earnings. Reforms in programs for eligible youth include longer-term academic and occupational training with all employment experiences under the programs to be tied to basic academic and occupational learning opportunities. Adult education and literacy programs are consolidated with increased accountability through performance measures. Opportunities for persons with disabilities are expanded with an emphasis on self-employment, telecommuting, and improved linkages with employers and the state workforce development system.

Goals of the WIA

The State of New Mexico has a unique challenge to meet the goals of WIA because of the rural nature of communities, the lack of employment opportunities in some counties, the cultural and language diversity and the lack of educational opportunities in some rural areas. However, New Mexico has demonstrated success in overcoming these barriers to meet the goals:

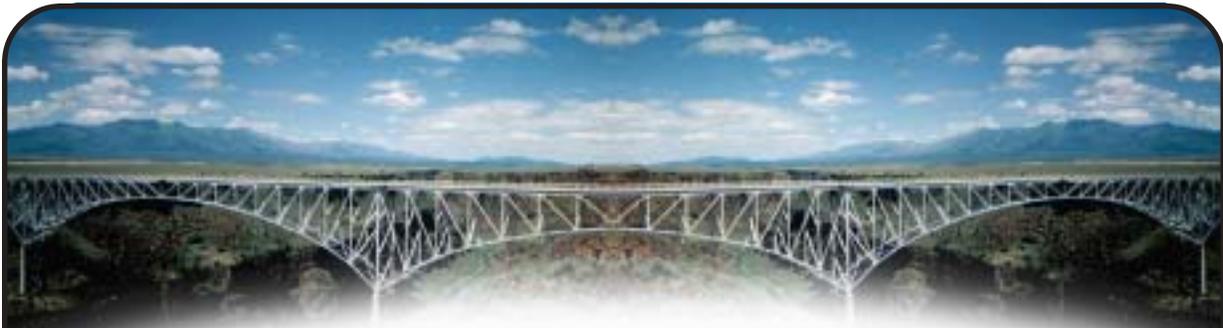
- To increase the employment, retention and earnings of participants
- To increase occupational skill attainment by participants
- To improve the quality of the workforce
- To reduce welfare dependency
- To enhance the productivity and competitiveness of New Mexico and the Nation

WIA Structure

The State of New Mexico restructured its employment and training system with the inception of WIA. The work to accomplish this began with a State Board that considered various alternatives, solicited input and made final recommendations to decentralize employment and training activities. New Mexico became one of only a handful of states in the Country that did not grandfather in the JTPA structure and the existing boards. This created the opportunities for local officials and other representatives to have more input into the direction of their programs. The State's structure includes the following elements:

- State Workforce Development Board to assist the Governor in relation to Workforce Development.
- Four Local Area Workforce Development Boards that responds to regional and local workforce development needs.
- Local Area Youth Councils to assist the Local Area Boards and Chief Elected Official with Youth Workforce Development issues.
- One-Stop Career Centers comprised of partners that provide core, intensive and training services through the One-Stop system.
- Eligible Training Providers that include post-secondary educational institutions and apprenticeship programs.
- Coordination of activities by WIA partners for client service programs:
 - Adult, Youth and Dislocated Workers
 - Placement
 - Unemployment Compensation
 - Job Corps
 - Native Americans
 - Migrant & Seasonal Farmworkers
 - Veterans
 - Adult Education & Literacy
 - Vocational Rehabilitation
 - Welfare to Work
 - Older Workers
 - Post Secondary Vocational
 - Trade Adjustment
 - Community Services Training
 - HUD Employment
- Business information and services including: job market data, tax credit information, training decisions, system oversight, single placement office and trained workforce.





Bridge To Employment (Welfare-to-Work Program)

This is a Los Alamos Laboratory program to provide job opportunities for welfare recipients.

Key Components of this program are:

- A job training stipend and training support
- Evaluation, testing and counseling
- Job Skill Development and Life Skills Training, Employment, Job Placement and Transition services
- A partnership between the Laboratory and the NM Department of Human Services to provide transitional child care, Medicaid, cash assistance and a housing allowance

Program successes included:

- Seventy-five (75) Welfare-to-Work participants have been trained to date
- Eighty-eight percent (88%) have completed the program
- Average salary of Bridge graduates is \$10.00 an hour

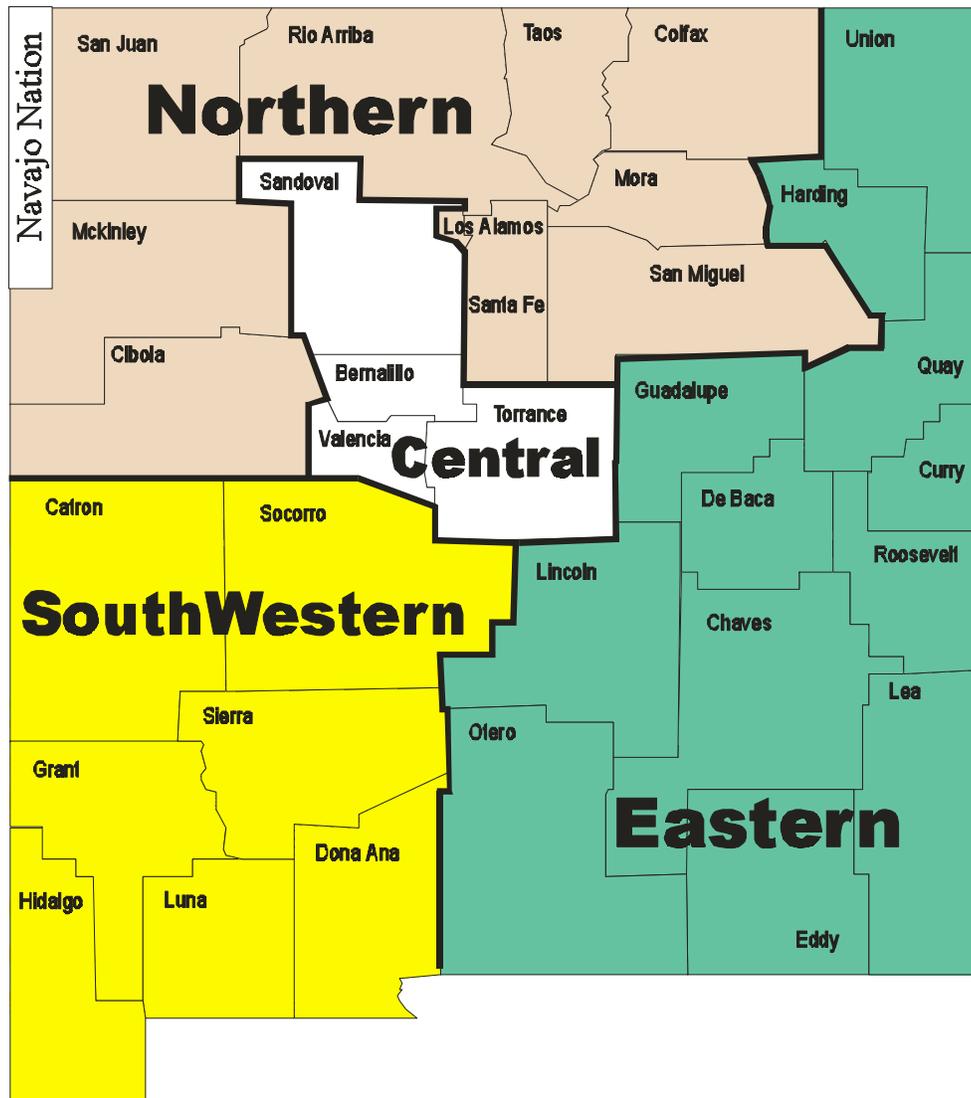
This program has been chosen as a Model Program and has been presented to: Assistant Secretary of the United States Dept. of Labor, Vice-President of Marriott Corporation, Secretaries of Labor from a wide variety of states, a Mexican Government Delegation, the National Welfare-to-Work Conference, the National Governor's Conference and the NM State Legislative Oversight Committee.



STATE AND LOCAL BOARDS INFORMATION

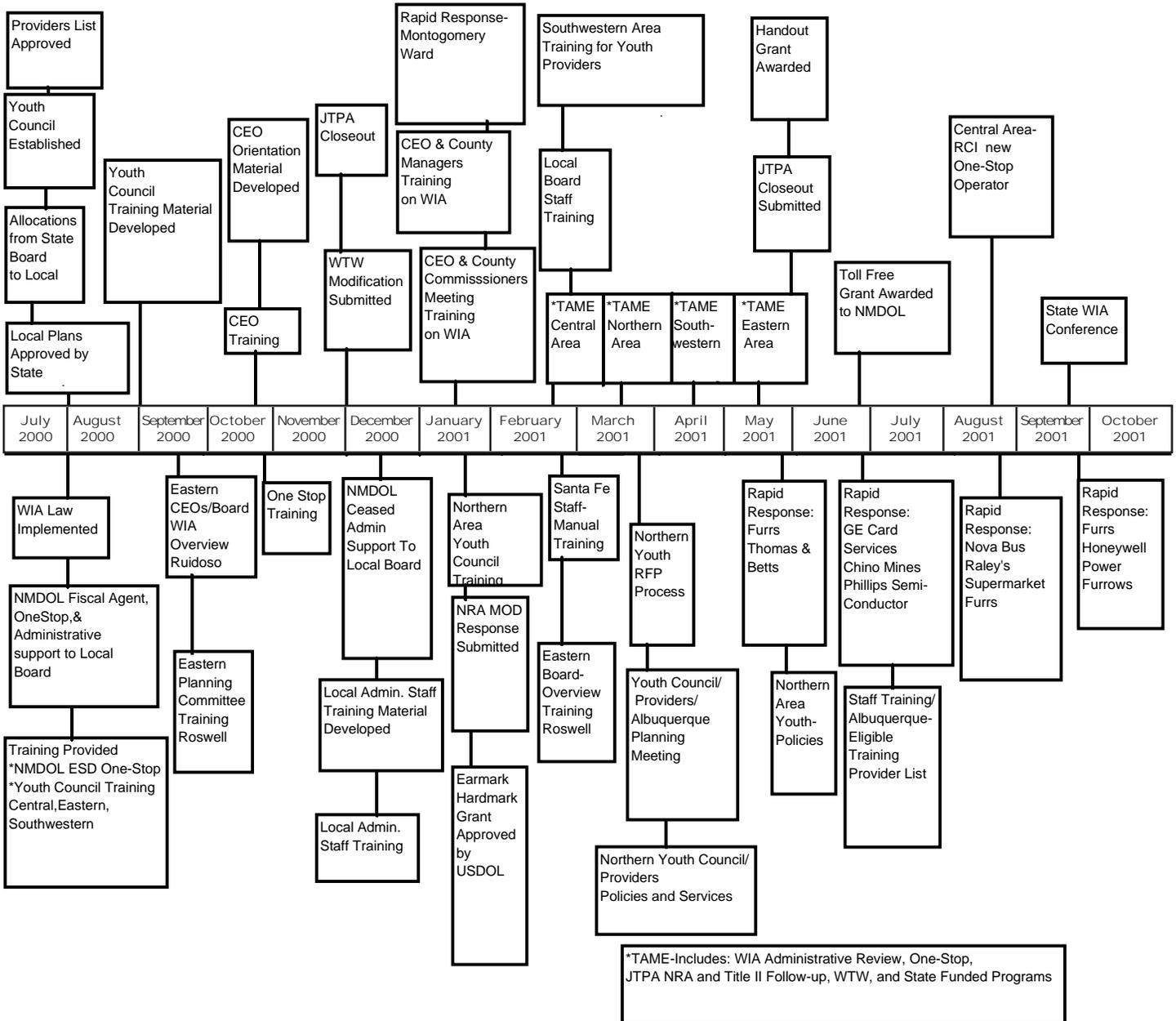
The **State Workforce Development Board** was established December 1999 and met for the first time in January, 2000. There are over forty members on the Board with representation statewide including Alamogordo, Albuquerque, Carlsbad, El Rito, Farmington, Mescalero, Raton, Rio Rancho, Roswell, and Santa Fe.

There are four (4) **Local Area Workforce Development Boards** representing the Central, Southwestern, Northern and Eastern areas of the State. Each of the local boards first met in the Spring of 2000. Membership numbers are: the Central Area Board consists of forty-three members, the Southwestern Area Board forty members, the Northern Area Board thirty-one members, and the Eastern Area Board forty-one members.



A Year Of Transition

Many activities and events were necessary for the proper implementation of the Workforce Investment Act program in the State of New Mexico. Below is a partial list with the timeframes identifying the accomplishment of some of these activities and events.





STRATEGIES FOR IMPROVEMENT

Although the program is now in operation there are additional activities that the state is undertaking to make improvements:

- **Improved State and Local Collaboration:** Meetings and increased communications by the state board and state administrative entity with the local boards. Development of agreements or memorandums of understanding (MOUs) to establish "working partnerships" to eliminate unnecessary duplication of efforts. Creation of a network for entities, such as youth councils, to share ideas and suggestions.
- **Community Needs and Resources Survey:** Better identification of the employment and training needs of the State's eligible population. This will help in assuring those needing services are targeted and will allow flexibility to target different groups.
- **Process Management and Partnering:** Streamlining of administrative and oversight functions.
- **Case Management:** Integration of case management in which partner agencies contribute to the development of a comprehensive assessment for the participant that provide the services needed.
- **Training:** Development of scheduled training to be provided to local areas in all facets of WIA functions based on local area requests and monitoring and audit findings.
- **Application of Technology:** Installation of a user friendly integrated Web-based Information System that serves as a management as well a participant support tool for sharing of data, information and reports.

ANDREA MACRAE

Andrea is a 17-year-old high school student who had been attending Gadsden High School as a residential student at NMSVH (New Mexico School for the Visually Handicapped). She is legally blind due to a neurofibromatosis, a condition which produces benign, but impairing tumors inside her body. A brain tumor causing pressure on the optic nerve is responsible for her visual impairment. The tumors have also resulted in impaired motor coordination, balance and physical strength and may be responsible for deficits in cognitive abilities. Andrea was enrolled into the Students in Transition to Employment Program (STEP) which is a "tough love" style program where youth live-in a dormitory setting for 7 weeks. Students work 15 hours per week and train the remainder of the week in the skills that they are lacking to be competitively employed, such as mobility, assistive technology and Braille. The STEP program takes an aggressive approach to personal growth and takes students rock climbing, white water rafting and repelling to increase their confidence and self esteem.

Like most blind and visually impaired youth, Andrea had never had a job. Sadly, 70% of blind adults are unemployed and one of the reasons is a lack of opportunities to have work experience. Andrea loves country music and has uncanny memory for songs and artists and stated that she would really like to work at a country music station.

An employer offered to have Andrea work in a disc jockeys position, taking requests, finding the songs in the computer and "dropping" them into the program list it and it was too good to be true!

The end result is a father that is very happy that he trusted his daughter to a group of strangers and a young lady that left after successful completion of the summer component with a solid and meaningful work experience under her belt, much increased mobility skills, improved spelling skills and far more proficient in the use of her Braille Lite. When asked to define success of the STEP program, it only requires two words: ANDREA MACRAE!

**STATE OF NEW MEXICO
DEPARTMENT OF LABOR
WORKFORCE INVESTMENT ACT
PY 2000/FY 2001**

	BUDGET	EXPENDITURES	BALANCE	
STATEWIDE ACTIVITIES	\$ 5,666,888	\$ 2,403,744	\$ 3,263,144	42%
STATEWIDE RAPID RESPONSE	4,991,555	949,926	4,041,629	19%
CENTRAL WORKFORCE DEVELOPMENT AREA				
LOCAL ADMINISTRATION	634,569	273,676	360,893	43%
ADULT	905,305	605,726	299,579	67%
YOUTH	1,102,770	1,020,510	82,260	93%
DISLOCATED WORKER	<u>3,703,054</u>	<u>2,424,860</u>	<u>1,278,194</u>	65%
TOTAL	6,345,698	4,324,772	2,020,926	68%
EASTERN WORKFORCE DEVELOPMENT AREA				
LOCAL ADMINISTRATION	673,814	375,307	298,507	56%
ADULT	1,790,276	932,456	857,820	52%
YOUTH	1,869,320	1,529,300	340,020	82%
DISLOCATED WORKER	<u>2,404,727</u>	<u>878,151</u>	<u>1,526,576</u>	37%
TOTAL	6,738,137	3,715,214	3,022,923	55%
NORTHERN WORKFORCE DEVELOPMENT AREA				
LOCAL ADMINISTRATION	597,125	312,946	284,179	52%
ADULT	1,684,748	630,846	1,053,902	37%
YOUTH	1,634,642	1,193,893	440,749	73%
DISLOCATED WORKER	<u>2,054,743</u>	<u>869,123</u>	<u>1,185,620</u>	42%
TOTAL	5,971,258	3,006,808	2,964,450	50%
SOUTHWESTERN WORKFORCE DEVELOPMENT AREA				
LOCAL ADMINISTRATION	811,227	554,919	256,308	68%
ADULT	2,298,505	1,148,142	1,150,363	50%
YOUTH	2,383,312	1,834,719	548,593	77%
DISLOCATED WORKER	<u>2,619,233</u>	<u>1,274,739</u>	<u>1,344,494</u>	49%
TOTAL	8,112,277	4,812,519	3,299,758	59%

NEW MEXICO ECONOMY - *Reporting Period*

Population

New Mexico's Census 2000 population count was 1,819,046. This was an increase of 303,977, or 20.1 percent, since the 1990 Census. New Mexico was the 12th fastest growing state in the nation. Census 2000 confirmed the continuation of historic trends in the state's population distribution. The most noticeable of these trends is the concentration of the state's population in metropolitan counties along the central Rio Grande corridor. Nearly 57 percent of the state's population now lives in one of the six designated metropolitan counties of Bernalillo, Sandoval, Valencia, Doña Ana, Santa Fe and Los Alamos.

Growth in the Albuquerque metropolitan region, the largest in the state, was highest in Sandoval and Valencia counties, growing 42% and 46% respectively. Rural areas of the state grew less rapidly than urban areas, averaging only 16 percent.

State-wide Overview

Employment growth in New Mexico increased in 2000 compared to 1999, largely due to a turnaround in mining, manufacturing, and eating and drinking places. Employment patterns in New Mexico between 1998 and 2000 demonstrate that a sharp turn for the better occurred in the goods-producing sector and that some moderation has taken place in growth in the service-producing industries. Growth in the general merchandise sector was strong in 1999 but tapered off in 2000 as the retail and wholesale expansion of Wal-Mart in New Mexico reached a saturation point. Business services, which include a significant call center component, have also made a significant contribution to growth, accounting for nearly a third of the increase in the 1998-99 period, and for about a quarter of all growth from 1998 to 2000.

The weakness in goods-producing employment in 1999 was concentrated in mining and manufacturing, as the construction sector managed an increase in both years. Mining sector problems can be traced to commodity prices in 1998-99, as low prices affected employment in metal mining, potash, and oil and gas extraction. Mining employment fell by 1,400 or nearly 9.3 percent. The situation in mining reversed in 1999-2000, with an increase of 1,600 jobs or nearly 11.7 percent.

Construction rose by 1,300 from 1998 to 2000. The manufacturing sector dropped by 2,300 in 1999 but rose by 400 in 2000. Manufacturing fell by a net 1,900 or 4.3 percent between 1998 and 2000. The slippage in manufacturing in 1999 was concentrated in a few categories: electric and electronic equipment and transportation equipment lost ground in durable manufacturing, while food products and textile and apparel posted declines in nondurable manufacturing. Transportation equipment posted a 600-job loss for a 21 percent decline in this industry.

Job losses in nondurable manufacturing were dominated by difficulties in textile and apparel, which collapsed from 1,400 in 1998 to 700 in 2000, a drop of 50 percent. Food processing increased by 200 jobs from 1998 to 2000 for a 4.3 percent gain.

The strength of the service-producing sector kept the New Mexico economy on a course of slow but improving growth in the past three years. Employment grew by 24,300 or 3.9 percent between 1998 and 2000 in the service-producing sector. Remarkable growth of 3,200 jobs or 9.5 percent occurred in the transportation, communications, and public utilities (TCPU) sector from 1998 to 2000. Within transportation, strong growth of 600 jobs or 8.2 percent in trucking and warehousing accounted for much of the growth. Communications was up 1,700 in 1998-99 and 800 in 1999-2000. Call centers in New Mexico are opening and expanding outside of the large metropolitan areas.

Growth in call centers accounted for about one fifth of total statewide job growth between 1998 and 2000. Call centers have provided a needed assist to the service-producing sector overall. All told, call centers accounted for roughly 2,500 new jobs in 1998-99 or about a quarter of total job growth. Call center growth was roughly 2,000 or one seventh of total job growth in 1999-2000.

The trade sector added 3,500 jobs between 1998 and 2000, with all of the gain in the retail sector. Wholesale trade was down 400 jobs over the period. Within the retail trade sector, general merchandise rose by 1,700 in 1999, but the gain evaporated in 2000 as Wal-Mart growth tapered off. Food stores lost 1,100 jobs over the two-year period, with most of the loss taking place in the 1998-99 period. Eating and drinking places roared back in 1998-99 from mediocre growth the previous year. Eating and drinking places added 1,500 jobs in 1999-2000, compared to a gain of 1,200 in 1998-99. New Mexico regained popularity as a tourist destination, leading to job growth in eating and drinking places. The strong national economy that prevailed between 1998 and 2000 helped New Mexico rebuild its momentum in tourism.

Growth in the services sector accounted for about 55 percent of total statewide growth between 1998 and 2000 as services added 13,100 jobs in the two-year period. Almost half of the sector's growth (6,000 jobs) was in business services, which includes temporary help services, employee leasing firms, and computer services growth. Significant growth also occurred in social services, including day care and assisted living workers, and in engineering and management services. Engineering and management services employment includes workers in private prisons, although workers in public prisons are classified in the appropriate level of government.

In the public sector, federal government employment increased by 300, while state and local government rose by 4,400 from 1998 to 2000. Growth in public education accounted for 700 jobs in 1998-99 but education did not contribute to total state and local growth in 1999-2000. Local government growth includes growth in employment in Indian-owned casinos, since Indian pueblos and tribes are classified as local governments. All three of the Albuquerque area casinos (Sandia, Isleta, and Santa Ana) had ongoing major expansions. Casinos have joined call centers as the most significant emerging sources of employment growth in the past three years.

NEW MEXICO ECONOMY - *Current and Forecast*

Economic Climate

Prior to the September 11 terrorist attacks on the United States, economic prospects around the globe were deteriorating. At home the U.S. economy was responding to problems of over-production and over-investment. During August, U.S. industrial production fell and consumer sentiment had fallen to an eight-year low. The manufacturing sector across the U.S. has lost jobs every month since July 2000. Unemployment rates, which held near 4.0 percent throughout 2000, began rising.

Although New Mexico's economy is somewhat removed from the direct pressure of national and global economic change, the economic climate in New Mexico has been affected. Over the year, unemployment has risen by 16.1 percent or 6,800 to 49,100. In comparison, the national unemployment level grew at a much a faster rate of 26.6 percent. Nonfarm payroll employment rose by 1.5 percent in September, exceeding the national growth rate of 0.1 percent. September marked the fifth straight month of over-the-year declines for manufacturing and the third for electronic and electrical equipment, a key player in the New Mexico economy. An in-depth analysis of employment trends by sector is contained later in this report.

Short-term Employment Outlook

The University of New Mexico's Bureau of Business and Economic Research (BBER) used the DRI-WEFA forecast to update the outlook for New Mexico. The BBER analysis indicates the major impacts occur in 2002, with nonagricultural employment growth recovering early in 2003.

Since the September 11 attacks, analysis of data releases, layoff announcements, and sell-offs in the global stock markets have indicated a significant weakening of the U.S. economy. At the global level, DRI-WEFA's estimates indicate that economic activity will expand by 1.5 percent this year and 2.1 percent next year. As in the U.S., the global economy is adversely affected by falling business and consumer confidence and declining tourism and travel. A post-attack scenario developed by DRI-WEFA expects U.S. growth to be 1.1 percent this year and 1.6 percent in 2002 (compared with pre-attack estimates of 1.6 percent and 2.3 percent, respectively). This scenario implies that real GDP will fall 1.8 percent in the fourth quarter, before rising 1.6 percent in the first quarter of next year.

The most recent (pre-attack) Western Blue Chip Economic Forecast, a consensus forecast with participation by the New Mexico Department of Labor, UNM's BBER, and other private sector research entities, anticipates New Mexico's annual employment growth to remain at 1.6 percent this year and in 2002. The Department of Labor's Economic Research & Analysis Bureau's (ER&A) (pre-attack) employment forecast anticipates employment growth rates of 3.2 percent over the next two years.

ER&A's (pre-attack) employment forecast for the Northern WIA region anticipates an employment growth rate of 5.6 percent in the next two years. This is the only region with higher growth than statewide. The forecast for the Central WIA region anticipates an employment growth rate of 2.7 percent in the next two years. The forecast for the Eastern WIA region anticipates an employment growth rate of 2.1 percent in the next two years. The forecast for the Southwestern WIA region anticipates an employment growth rate of 1.6 percent in the next two years.

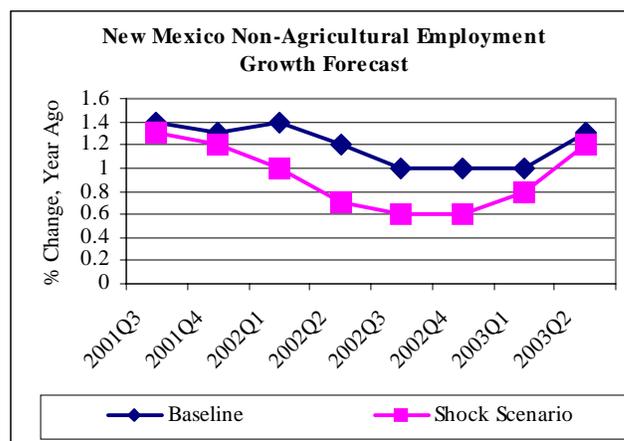
Long-term Employment Outlook

The New Mexico economy is expected to generate about 185,000 new jobs through the year 2008. This represents growth of about 23 percent, faster than the projected national increase of 14 percent for the same period. The occupational patterns that have existed in New Mexico in recent years are expected to shift somewhat over the 1998-2008 period. Slower employment growth, shifting industrial trends, and technological advances are the primary reasons for these shifts. Other factors affecting occupational trends include differences in the size and age structure of the population, changes in business practices, and economic factors.

One of the two major occupational groups requiring the highest levels of education is professional, paraprofessional and technical occupations. It is expected to increase more rapidly than the overall average. Professional, paraprofessional and technical occupations will also experience the largest absolute increase. Executive, administrative and managerial occupations, the other group requiring the highest education level, will grow at slightly below the state

rate. Technological improvements will result in slower employment growth in occupations that rely heavily on mechanized or automated equipment, such as production and clerical work. Marketing and sales occupations will grow very rapidly, mirroring the national shift toward an increasingly service-producing economy.

The single greatest number of new jobs will occur in professional,



The most recent analysis of New Mexico occupational employment situation is revealed in these tables that show occupational needs (shortages) and surpluses.

STATEWIDE SUMMARY	
SHORTAGES	SURPLUSES
Correction Officers	Administrative Assistants
Electricians, Journeymen	Cashiers/Checkers
Mechanics	Construction Workers
Nurses, RN's/LPN's	General Office Clerks
Security Guards	Janitors
Plumbers	Receptionists
Police Officers	Retail Sales Clerks
Social Workers, Licensed	Secretaries
Teachers, Certified	Waiters/Waitresses
Truck Drivers, CDL	

NORTHERN WIA		CENTRAL WIA	
SHORTAGES	SURPLUSES	SHORTAGES	SURPLUSES
Nurses, RN's/LPN's	Cashiers	Accountants	Administrative Assistants
social workers	Clerks	Automobile Mechanics	Cashiers/Checkers
Electricians, Journeymen	Construction Workers	Bookkeepers	Construction Workers
Nurses, RN	Maintenance Workers	Cooks	General Laborers
Operating Engineers	Administrative Assistants	Correctional Officers	General Office Clerks
Pharmacy Technicians	Truck Drivers	Customer Service Reps	Human Resource Personnel
School Bus Drivers	Office Staff	Nurses	Landscape Laborers
Teachers	Unskilled Laborers	Electronics Technicians	Office Managers
Truck Drivers, Heavy	Waiters/Waitresses	Engineers	Receptionists
Aides	Bank Tellers	Truck Drivers	Retail Sales Clerks
SOUTHWESTERN WIA		EASTERN WIA	
SHORTAGES	SURPLUSES	SHORTAGES	SURPLUSES
Environmental Scientists	Bookkeepers	Cooks	Administrative Assistants
Nurses	Cashiers/Checkers	Fast Food Workers	Equipment Operators
Physicians, Supervisors	Construction Workers	Social Workers, Licensed	Supply Specialists
Plumbers	Landscape Laborers	Auto Mechanics, Certified	Truck Drivers, Heavy
Reporters	Secretaries	Nurses, RN's	Cashiers/Checkers
Roofers	Telephone Solicitors	Police Officers, Certified	Construction Workers
Social Workers	Heavy Equipment Operator	Registered Nurses	Secretaries
College Faculty	Waiters/Waitresses	Electricians, Journeymen	Fastfood Workers
Nurses, RN's	Fast Food Workers	Truck Drivers, CDL	Material Handlers
Education Professionals	Unskilled Laborers	Plumbers, Journeymen	Welders

paraprofessional, and technical occupations as technological innovations accelerate the demand for highly educated workers in a variety of fields. Much of the growth in this sector is due to management support occupations such as accountants, and to strong demand for engineers. Demand for engineers is expected to continue its strong growth over the 1998-2008 period. Marketing and sales occupations are also expected to grow strongly through the year 2008. Population, personal income and tourism are expected to grow somewhat more slowly than in the first half of the 1990ís, but will increase the volume of goods and services sold in New Mexico at a moderate but steady pace. Employment in the administrative support occupations, including clerical occupations, is expected to grow far more slowly than the overall average due to technological improvements and greater utilization of office automation.

The growth rate in the service occupations will surpass the statewide average. Service occupations include workers in food and beverage

Fastest Growing Occupations New Mexico, 1998-2008 (Occupations with over 100 workers)		
Rank	Occupational Title	% Change 1998-2008
1	Plastic Mold & Cast Machine Operators & Tenders	95%
2	Securities, Commodities and Financial Service Sales Agents	86%
3	Computer Scientists, NEC	84%
4	Health Practitioners, NEC	84%
5	Computer Support Specialists	74%
6	Paper Goods Machine Setters & Operators	71%
7	Systems Analysts	69%
8	Hand Workers, Jewelry, Precision	66%
9	Surgical Technologists	65%
10	Computer Science Teachers	61%

Source: New Mexico Department of Labor, Economic Research & Analysis Bureau, 2008 Emp. Projections .

preparation, cleaning, protective services, and personal services. Health service occupations and cleaning & building services are also expected to post significant gains.

Employment in the production, construction and material handling occupations is expected to grow at slightly less than the statewide average through 2008. Growth for operators, fabricators and laborers is expected to fall short of the statewide average. The rapid increase in employment in high technology manufacturing experienced in the early to middle 1990s flattened in the second half of the decade although the semiconductor industry is positioned to again experience growth with billion dollar expansion of the Intel facility in Rio Rancho. Construction trades will fall somewhat short of the statewide average growth. Construction increased rapidly in the 2000-2001 period due to large highway construction projects but will taper off into a more typical growth rate after that.

Employment Projections by Major Occupational Category - New Mexico 1998-2008					
Occupational Title	1998	2008	Employment	Percent	Total
	Annual Employment	Projected Employment	Change 1998-2008	Change 1998-2008	Annual Openings
Executive, Administrative, and Managerial	62,550	76,280	13,730	22%	2,490
Professional, Paraprofessional, and Technical	186,650	237,120	50,470	27%	8,650
Marketing and Sales	90,730	116,110	25,380	28%	5,240
Administrative Support & Clerical	120,870	140,290	19,420	16%	4,440
Service	137,990	173,570	35,580	26%	7,910
Agriculture, Forestry, Fishing, and Related	23,150	24,690	1,540	7%	780
Production, Construction, and Material Handling	88,330	107,270	18,940	21%	4,000
Operators, Fabricators, and Laborers	87,410	107,150	19,740	23%	4,070

Source: New Mexico Department of Labor, Economic Research & Analysis Bureau, 2008 Employment Projections.

Current New Mexico Labor Force Statistics

The New Mexico labor force rose in September. All of the growth was due to an increase in unemployment. The state's over the year labor force growth rate was composed of increases in both employment and unemployment. In comparison, the U.S. labor force grew more slowly, with all of the increase coming from a rise in unemployment. New Mexico's over-the-year labor force growth has exceeded that of the nation for each of the past 18 months.

Total employment was essentially unchanged in September. Over the year, New Mexico's total employment grew, in contrast with a slight decline at the national level. Employment growth in the state has slowed considerably since last September. New Mexico's growth rate has been outpaced by four of its neighboring states - Arizona, Colorado, Texas, and Utah - every month this year, surpassing only that of Oklahoma.

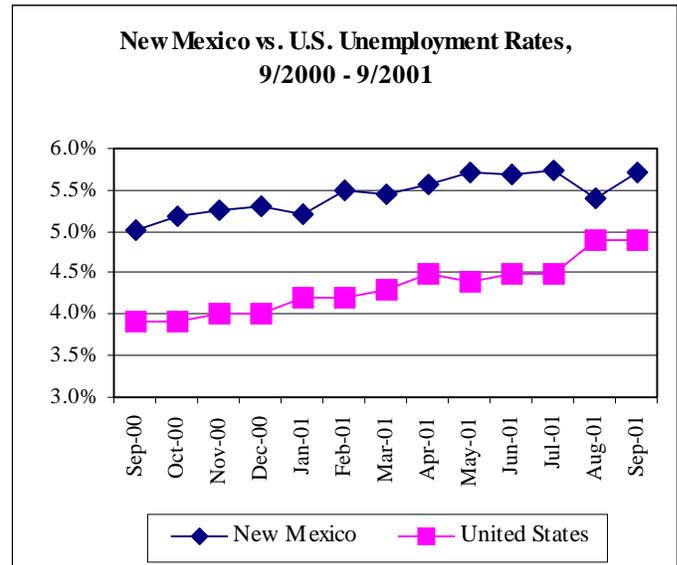
The number of unemployed New Mexicans rose in September and over the year. In comparison, the national unemployment level grew at a much faster rate. New Mexico's unemployment rate was slightly higher in September. In comparison, the national rate was lower. New Mexico's unemployment rate has exceeded that of the nation for every month since February 1995. In August, the state's unemployment rate was the highest in the region and the sixth highest in the nation. New Mexico's rate has exceeded those of its five neighboring states for every month since July 1995.

New Mexico Labor Force Estimates (Seasonally Adjusted)					
	Preliminary	Revised	Revised	% Change from	
	Sept 2001	Aug 2001	Sept 2000	Aug 2001	Sept 2000
Labor Force	858700	855600	842300	40.0%	1.9%
Employment	809600	809300	800000	0.0%	1.2%
Unemployment	49100	46300	42300	6.0%	16.1%
Rate	5.7%	5.4%	5.0%		

Current Employment Trends by Industrial Sector

New Mexico nonagricultural employment rose by 1.5 percent, or 11,300 jobs in September on a seasonally adjusted basis. Seven of the eight major industry groups contributed to job growth. Mining employment; construction employment; transportation, communication and public utilities; finance, insurance, and real estate; trade; and services sectors all grew during the year while the goods-producing sector declined. Mining saw the highest percentage gain while services and government had the highest gain in total number of jobs.

Over the year, nonfarm wage and salary employment growth exceeded the national growth rate. In the goods-producing sector, mining was up over the year, but that increase was offset by an equal decline in manufacturing. September marked the fifth straight month of over-the-year declines for manufacturing and the third for electronic and electrical equipment, a key player in the New Mexico economy. Construction rose during the last 12 months, representing a significant slowdown from its most recent peak of growth in January. Service-producing employment rose over-the-year, with the services division accounting for more than half of the growth. Trade was negatively affected by the closure of a large grocery chain and rose by its smallest increase in over two years. Government employment added jobs. Much of that growth was the result of expansions in tribally owned casinos.



Population Characteristics

New Mexico's population was at 1,819,046 in 2000 for a growth of five percent over 1999 and eight percent over 1995. Slower population growth, and the concurrent aging of the population, is a national trend. Yet, in comparison, New Mexico is growing more quickly than the United States as a whole.

New Mexico has a higher percentage of minorities than the nation as a whole. The different ethnic groups in New Mexico have varying age structures and rates of growth. These differences will significantly change the ethnic and racial composition of New Mexico in the future. The White group, which made up 53 percent of the total population in 1980 but dropped to 50.5 percent in 1990, and nearly 45 in percent 2000, has the oldest age structure with a low and declining fertility rate. The Hispanic fertility rate, although declining, is significantly higher than the White group. The Hispanic share of total population increased from 36.6 percent in 1980 to 38.4 percent in 1990 and to 42.1 percent in 2000. Native American, Black, and Asian-Pacific Islander populations are also growing more quickly than Whites and claiming a larger proportion of total population. In 2000, the Non-White group made up 55.3 percent of the population. New Mexico has traditionally been a state where minorities comprise a majority of the population

HISPANIC OR LATINO AND RACE		
	Number	Percent
Total Population	1,819,046	100%
Hispanic or Latino (of any race)	765,386	42.1%
Mexican	330,049	18.1%
Puerto Rican	4,488	0.2%
Cuban	2,588	0.1%
Other Hispanic or Latino	428,261	23.5%
Not Hispanic or Latino	1,053,660	57.9%
White alone	813,495	44.7%

US Census Bureau, Census 2000

Amelia Cavallo

Amelia is a recent graduate of Rio Rancho High School. Legally blind the majority of her life, she has never had the opportunity to learn to use a cane, had an introduction to Braille or assistive technology. Her experience with work consisted of chores around the family home and working in her father's office.

When applying for services with the New Mexico Commission for the Blind, Amelia was hoping to receive financial assistance for college. Through the summer Students in Transition to Employment Program (STEP), she gained more than money could buy. Her work experience consisted of working at Citadel Southwest Communications in downtown Albuquerque. Before the

summer program, Amelia would never have considered going to a strange environment on her own. By the end of the first week of the program, Amelia was using public transportation independently to and from work and to her classes at the New Mexico Commission for the Blind.

Presently, Amelia is a freshman at the University of New Mexico. Through the WIA grant, Amelia is able to continue her work at Citadel Southwest Communications and learn more about work in the field of radio. Her interest is in theatrics and communication. Amelia knows that her blindness will not hold her back in excelling in whatever she wants to pursue.

Per Capita Income: New Mexico vs National

The U.S. Bureau of Economic Analysis (BEA) recently released revised estimates of State personal income for 1998-2000. These estimates incorporate the annual revision of the national income and product accounts (NIPA) that was released on July 31, 2001, and newly available State source data that are more complete.

For the Nation, personal income increased 7.0 percent in 2000, up from a 4.7 percent increase in 1999. Massachusetts led the nation in personal income growth, at 10.1 percent, and Louisiana had the slowest personal income growth, at 3.7 percent. Less than a third of the States had personal income growth that was greater than or equal to the national growth rate.

Four western States – Nevada, Colorado, Arizona, and Utah – and Georgia have consistently led the nation in personal income growth during the decade of the 1990s. For most of these states, strong growth in high-tech manufacturing and business services contributed to the personal income growth. In addition, Nevada had strong growth in tourism.

New Mexico's personal income growth was steady, increasing 5.5 percent in 2000, the same as the annual average growth rate for the period 1992 through 2000. In the Southwest region, personal income growth averaged 7.4 percent in 2000.

New Mexico's per capita personal income was \$21,883 in 2000, an 11.6 percent increase from the 1997 level of \$19,610. Per capita personal income is calculated by dividing the personal income estimate for the area by total population.

Personal Income Growth	
1999 - 2000	
Arizona	8.2%
New Mexico	5.5%
Oklahoma	5.4%
Texas	7.7%
Southwest	7.4%
United States	7.0%

Source: BEA, Oct. 2001.

Per Capita Personal Income & Growth					
	1997	1998	1999	2000	% change
New Mexico	\$19,610	20,520	20,920	21,883	11.6%
United States	\$25,427	26,909	27,859	29,451	15.8%

Source: U.S. Bureau of Economic Analysis, Oct. 2001.

Major Recent Economic Events

Openings/Expansions

- Eclipse Aviation announced plans to move 125 engineers to Albuquerque by mid-November 2001 and will hire about 40 local engineers.
- Qwest opened its new operator center in February 2001 with a staffing goal of 250 customer agents.
- Isleta Pueblo's new Casino opened in March 2001 with 1,400 employees.
- Sandia Pueblo opened its new casino in May 2001, increasing its employment to 1,200.
- A Wal-Mart expansion in Farmington will increase employment by 200 when complete in November.
- The Gap Inc. moved part of its corporate headquarters to Albuquerque in spring 2001, bringing about 300 jobs into the City.
- ClientLogic opened a call center in Clovis with employment expectations of 700 by the end of 2001.
- Stream International Service's new call center in Silver City employs up to 900 workers depending on contracts.
- Construction of a tomato greenhouse in Deming will bring up to 150 new jobs to the area, beginning in January 2002.
- 1-800-Flowers, is moving its call center to Alamogordo with an estimated 300 new jobs, growing to 450.

Closings/Contractions

- Carlson Hospitality Worldwide closed its Albuquerque reservation center in October, eliminating 60 jobs.
- Albuquerque's Home Base stores shut down in May 2001, eliminating about 260 jobs.
- Roadrunner Trucking, a subsidiary of Intrenet Inc., shut down in 2001 losing 130 jobs in New Mexico.
- Raley's supermarket chain closed two stores in Las Cruces in August 2001.
- 650 workers at the Chino mine and smelter will lose their jobs by January 2002, according to a Phelps Dodge announcement in late October 2001.
- All New Mexico Furr's Supermarket stores closed in August 2001, but many reopened as new companies.
- Emcore Inc. laid off up to 75 workers in October.
- Honeywell is cutting 80 jobs and may layoff another 140 by March 2002.
- Philips Semiconductors laid off 250 workers in late June. Another 180 workers were furloughed for 3-months in June.
- Sprint announced lay offs of up to 90 workers at its Albuquerque call center by mid November 2001.
- Phelps Dodge laid off 165 workers in April-June 2001 and eliminated another 75 salaried positions in May.

PERFORMANCE

Results

Performance indicators show the WIA Programs to be largely successful as most of the regular levels were met or exceeded. All customer satisfaction levels were exceeded and most of the adult, dislocated and youth performance met the negotiated levels. Falling short were entered employment levels and youth attainment statewide. At the local levels some areas fell short in youth entered employment, retention and credentials. Corrective measures will be taken to address these shortcomings.

Cost of Workforce Development Activities

Under the Workforce Investment Act New Mexico allocated \$27,000,000 during the program year for local services to eligible groups. This included \$7,000,000 for adults, \$11,000,000 for dislocated workers and \$7,000,000 for youth programs. Most of the adult and dislocated worker support was provided by the One-Stop Career Center system through core, intensive and training activities. For youth programs the local boards awarded competitive grants. Expenditure levels totaled \$3,317,170 for adult, \$5,446,873 for dislocated workers and \$5,578,422 for youth. The resulting costs per participant and cost per positive outcome were respectively adult \$1,734 and \$7,769, dislocated \$1,689 and \$4,180, and youth \$1,338 and \$773.

NEW MEXICO PROGRAM WIA EXPENDITURES/COST PER POSITIVE OUTCOME

Adult Programs Statewide

Total Program Expenditures	Total Served	Cost Per Participant	Total Positive Outcomes	Cost Per Positive Outcome ¹
\$3,317,170	1913	\$1,734	427	\$7,769

Dislocated Worker Statewide

Total Program Expenditures	Total Served	Cost Per Participant	Total Positive Outcomes	Cost Per Positive Outcome ¹
\$5,446,873	3225	\$1,689	1303	\$4,180

Local Youth Statewide

Total Program Expenditures	Total Served	Cost Per Participant	Total Positive Outcomes	Cost Per Positive Outcome ²
\$5,578,422	4170	\$1,338	7213	\$773

¹ Entered employment.

² Older-entered employment and credentials
Younger-diploma or skill attainment.

Evaluations

Evaluation measures begin during the program year and include a continuous improvement program for One-Stop Career Center offices conducted by external consultants. An assessment and recommendation for improvement of all state funded employment and training programs by the State Workforce Board process was begun.

Table E Dislocated Worker Program Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	70	68.9	Numerator 1303
			Denominator 1892
Employment Retention Rate	80	86	Numerator 1120
			Denominator 1303
Earnings Change In Six Months	85	94.4	Numerator \$12,404,164
			Denominator \$13,136,658
Employment and Credential Rate	50	63.3	Numerator 573
			Denominator 905

Table F Outcomes for Dislocated Worker Special Populations

Reported Information	Veterans		Individuals With Disabilities		Older Individuals		Displaced Homemakers	
Entered Employment Rate	62.5	NUM 107	33.3	NUM 10	57.5	NUM 88	47.1	NUM 16
		DEN 171		DE30N 30		DEN 153		DEN 34
Employment Retention Rate	81.3	NUM 87	80	NUM 8	80.7	NUM 71	81.3	NUM 13
		DEN 107		DEN 10		DEN 88		DEN 16
Earnings Replacement Rate	84	NUM \$1,177,774	142	NUM \$91,159	75	NUM \$861,070	148	NUM \$84,545
		DEN \$1,395,504		DEN \$64,025		DEN \$1,141,170		DEN \$57,097
Credential Rate	63.3	NUM 76	36	NUM 9	56.6	NUM 56	36	NUM 9
		DEN 120		DEN 25		DEN 99		DEN 25

Table G Other Outcomes for the Dislocated Worker Program

Reported Information	Individuals Who Received Training Services		Individuals Who Received Only Core and Intensive Services	
Entered Employment Rate	68	NUM 1149	76.2	NUM 154
		DEN 1690		DEN 202
Employment Retention Rate	86	NUM 987	86.4	NUM 133
		DEN 1149		DEN 154
Earnings Replacement Rate	97.7	NUM \$11,095,373	73.4	NUM \$1,308,791
		DEN \$11,354,202		DEN \$1,782,456
Employment and Credential Rate	63.3	NUM 573	NA	NUM
		DEN 905		DEN

Table H Older Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Entered Employment Rate	59	45.5	Numerator 121 Denominator 266
Employment Retention Rate	68	95.9	Numerator 143 Denominator 149
Earnings Change in Six Months	\$2300	\$2673	Numerator \$384,873 Denominator 144
Credential Rate	50	76	Numerator 206 Denominator 271

Table I Outcomes for Older Youth Special Populations

Reported Information	Public Assistance Recipients		Veterans		Individuals With Disabilities		Out-of-School Youth	
Entered Employment Rate	23.4	NUM 11 DEN 47	100	NUM 2 DEN 2	20.5	NUM 9 DEN 44	55.1	NUM 86 DEN 156
Employment Retention Rate	73.3	NUM 11 DEN 15	100	NUM 2 DEN 2	90	NUM 9 DEN 10	80	NUM 84 DEN 105
Earnings Change in Six Months	\$2,332	NUM \$34,975 DEN 15	\$2,972	NUM \$5,944 DEN 2	\$1,756	NUM \$17,558 DEN 10	\$2,535	NUM \$266,206 DEN 105
Employment and Credential Rate	22.2	NUM 8 DEN 36	100	NUM 2 DEN 2	20	NUM 8 DEN 40	53.6	NUM 75 DEN 140

Table J Younger Youth Results At-A-Glance

	Negotiated Performance Level	Actual Performance Level	
Skill Attainment Rate	72	93.7	Numerator 6813 Denominator 7271
Diploma or Equivalent Attainment Rate	50	44.8	Numerator 73 Denominator 163
Retention Rate	40	43.8	Numerator 113 Denominator 258

Table K Outcomes for Younger Youth Special Populations

Reported Information	Public Assistance Recipients		Individuals With Disabilities		Out-of-School Youth	
Skill Attainment Rate	87.8	NUM 1744	87.7	NUM 1072	99.3	NUM 152
		DEN 1987		DEN 1222		DEN 153
Diploma or Equivalent Attainment Rate	17.1	NUM 6	78.1	NUM 25	100	NUM 10
		DEN 35		DEN 32		DEN 10
Retention Rate	70.1	NUM 61	55.3	NUM 63	54.1	NUM 79
		DEN 87		DEN 114		DEN 146

Table L Other Reported Information

	12 Month Employment Retention Rate	12 Mo. Earnings Change (Adult and Older Youth) or 12 Mo. Earnings Replacement (Dislocated Workers)	Placements for Participants in Nontraditional Employment	Wages At Entry Into Employment for Those Individuals Who Entered Unsubsidized Employment	Entry Into Unsubsidized Employment Related to the Training Received of Those Who Completed Training Services					
Adults	N	NUM	NA	NUM	.06	NUM	\$2661	NUM	69.9	NUM
	A	DEN		DEN		DEN		DEN		DEN
Dislocated Workers	N	NUM	NA	NUM	.01	NUM	\$3579	NUM	73.9	NUM
	A	DEN		DEN		DEN		DEN		DEN
Older Youth	N	NUM	NA	NUM	.04	NUM	\$2415	NUM		NUM
	A	DEN		DEN		DEN		DEN		DEN

Table M Participation Levels

	Total Participants Served	Total Exiters
Adults	1913	342
Dislocated Workers	3225	1317
Older Youth	460	239
Younger Youth	3710	2957

Table N Cost of Program Activities

Program Activity		Total Federal Spending
Local Adults		3,317,170
Local Dislocated Workers		5,446,873
Local Youth		5,578,422
Rapid Response (up to 25%) §134(a)(2)(A)		949,926
Statewide Required Activities (up to 15%) §134(a)(2)(B)		1,430,659
Statewide Allowable Activities §134(a)(3)	Training, assistance and capacity building	854,997
	Expand training provider system	62,000
	Incumbent worker training	817,046
	Local Area Youth Assistance	88,948
Total of All Federal Spending Listed Above		18,546,041

Table O Local Performance (Include This Chart for Each Local Area in the State)

Local Area Name Central	Total Participants Served	Adults	364	
		Dislocated Workers	1212	
		Older Youth	42	
		Younger Youth	219	
ETA Assigned # 35005	Total Exiters	Adults	32	
		Dislocated Workers	575	
		Older Youth	12	
		Younger Youth	110	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	63	77.3	
	Employers	61	71.8	
Entered Employment Rate	Adults	65	58.1	
	Dislocated Workers	76	71.8	
	Older Youth	62	37.1	
Retention Rate	Adults	72	81.1	
	Dislocated Workers	81	89.1	
	Older Youth	69	93.9	
	Younger Youth	41	44.7	
Earnings Change/Earnings Replacement in Six Months	Adults	\$2960	\$3015	
	Dislocated Workers	85	101	
	Older Youth	\$2410	\$2222	
Credential/Diploma Rate	Adults	51	59.3	
	Dislocated Workers	51	69.8	
	Older Youth	51	90.1	
	Younger Youth	51	66.7	
Skill Attainment Rate	Younger Youth	73	93.9	
Description of Other State Indicators of Performance (WIA §136(d)(1) (Insert additional rows if there are more than two iOther State Indicators of Performancei))				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	3	13

Table O Local Performance (Include This Chart for Each Local Area in the State)

Local Area Name Northern	Total Participants Served	Adults	515
		Dislocated Workers	506
		Older Youth	93
		Younger Youth	171
ETA Assigned # 35015	Total Exiters	Adults	53
		Dislocated Workers	157
		Older Youth	6
		Younger Youth	31
		Negotiated Performance Level	Actual Performance Level
Customer Satisfaction	Program Participants	64	78.3
	Employers	61	73.2
Entered Employment Rate	Adults	66	63.2
	Dislocated Workers	71	68.6
	Older Youth	67	40.9
Retention Rate	Adults	72	85.5
	Dislocated Workers	81	82.9
	Older Youth	69	100
	Younger Youth	41	40.7
Earnings Change/Earnings Replacement in Six Months	Adults	\$2526	\$3260
	Dislocated Workers	89	98
	Older Youth	\$2512	\$3188
Credential/Diploma Rate	Adults	51	55.3
	Dislocated Workers	51	70.7
	Older Youth	51	82.8
	Younger Youth	51	22.7
Skill Attainment Rate	Younger Youth	73	83
Description of Other State Indicators of Performance (WIA §136(d)(1) (Insert additional rows if there are more than two "Other State Indicators of Performance")			
Overall Status of Local Performance	Not Met	Met	Exceeded
	2	3	12

Table O Local Performance (Include This Chart for Each Local Area in the State)

Local Area Name Southwest	Total Participants Served	Adults	524	
		Dislocated Workers	1005	
		Older Youth	72	
		Younger Youth	376	
ETA Assigned # 35010	Total Exiters	Adults	97	
		Dislocated Workers	366	
		Older Youth	6	
		Younger Youth	19	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	64	79.6	
	Employers	61	75.1	
Entered Employment Rate	Adults	69	67.2	
	Dislocated Workers	67	59.9	
	Older Youth	59	62.5	
Retention Rate	Adults	72	75.2	
	Dislocated Workers	81	77.7	
	Older Youth	69	97.6	
	Younger Youth	41	53.3	
Earnings Change/Earnings Replacement in Six Months	Adults	\$1974	\$2424	
	Dislocated Workers	89	89	
	Older Youth	\$2400	\$1865	
Credential/Diploma Rate	Adults	51	58	
	Dislocated Workers	51	58.6	
	Older Youth	51	70.8	
	Younger Youth	51	50	
Skill Attainment Rate	Younger Youth	73	93.7	
Description of Other State Indicators of Performance (WIA §136(d)(1) (Insert additional rows if there are more than two Other State Indicators of Performance))				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	5	11



Table O Local Performance (Include This Chart for Each Local Area in the State)

Local Area Name Eastern	Total Participants Served	Adults	510	
		Dislocated Workers	502	
		Older Youth	56	
		Younger Youth	221	
ETA Assigned # 35020	Total Exiters	Adults	158	
		Dislocated Workers	219	
		Older Youth	18	
		Younger Youth	74	
		Negotiated Performance Level	Actual Performance Level	
Customer Satisfaction	Program Participants	64	80.2	
	Employers	61	74.7	
Entered Employment Rate	Adults	65	58.9	
	Dislocated Workers	66	69.2	
	Older Youth	58	42.3	
Retention Rate	Adults	72	78.9	
	Dislocated Workers	81	85.7	
	Older Youth	69	91.1	
	Younger Youth	41	38.3	
Earnings Change/Earnings Replacement in Six Months	Adults	\$2603	\$2991	
	Dislocated Workers	80	80	
	Older Youth	\$1939	\$3573	
Credential/Diploma Rate	Adults	51	57.5	
	Dislocated Workers	51	66.1	
	Older Youth	51	63.9	
	Younger Youth	51	44.2	
Skill Attainment Rate	Younger Youth	73	93.9	
Description of Other State Indicators of Performance (WIA §136(d)(1) (Insert additional rows if there are more than two "Other State Indicators of Performance")				
Overall Status of Local Performance		Not Met	Met	Exceeded
		1	4	12

New Mexico Employment & Training Funds



State FY 2002 and Federal PY 2002

The varying time periods for the dates reported are state (7-1-01 to 6-30-02) and federal (10-1-01 to 9-30-02)

Prepared by the Department of Labor
Job Training Division
November 15, 2001
1-866-NM2-JOBS

Internet links to specific programs: www.state.nm.us

SUMMARY

In an ongoing plan to better coordinate programs, surveys of existing projects throughout state government agencies are being conducted. This chart details New Mexico employment and training funds that have been identified to date.

Grand Total of Funding listed on this chart: \$305,094,223*

Types of Education and Training:

- Adult Basic Education
- Apprenticeships
- Core Skills, Life Skills and Training Accounts
- Enrichment Education K-Post Secondary
- Entry Level Skills
- English as a Second Language
- General Equivalency Diploma (GED)
- In-Plant Training for Specific Industries and Businesses
- Job Skills Upgrades
- Mentoring/On-the-Job Training
- Outdoor Work Experience combined with GED & Vocational Training (14 Trades)
- School-to-Work Training
- Vocational Rehabilitation
- Welfare-to-Work
- TANF

Departments Represented:

- Corrections Department
- Economic Development Department
 - Border Authority
- Department of Education
- Energy, Minerals, and Natural Resources Department
- Department of Finance and Administration
- Human Services Department
 - Agency on Aging
- Highway & Transportation Department
- Department of Labor

Programs Represented:

- Job Corps



The Department of Labor (DOL) has issued this chart to report on the employment and training monies that are housed in state agencies for job seekers. A separate report by the State Workforce Development Board includes this DOL figure as well as the New Mexico Department of Education's K-12 money, and the New Mexico's University and Community College networks (approximately 2.5 billion).

Types of People Benefiting:

- 16-24 Disadvantaged Youth
- Adults
- Apprentices (Trades & Public Works)
- At Risk Youth
- Children K-through Post-Secondary
- Upgrading Skills for Clients in Economically Depressed Areas
- Disabled Clients
- Dislocated Workers
- Low Income Adults-Over 55
- Incarcerated Adults
- Incarcerated Youth
- Veterans
- Refugees
- TAA/TRANA/NAFT Displaced Workers
- Unemployed Clients
- School-to-Work Clients
- Welfare-to-Work Clients

Source:

Doug Calderwood, 827-7647

Agency on Aging

OLDER WORKER PROGRAMS

\$1,726,021

Goal: To improve employment opportunities for older workers and to advocate for older workers.

Advisory Board:

- The State Agency on Aging is not required to have an advisory board or council for these programs. Funding decisions are made by Program Managers.

Eligible Clients:

- Low income adults
- Age 55 years and older

Senior Employment Program

\$589,700 (Federal)

\$771,988 (State)

Total: \$1,361,688

Subsidized Employment at Senior centers, private non-profit organizations and government entities. Provides work experience, on-the-job training and skills enhancement and promotes transition to unsubsidized employment.

WIA-NMDOL

\$79,333

Services for senior 55+ who were enrolled in JTPA. (Carry over participants only no new participants).

Gold Mentor Program

\$135,000 (MOU-6mos.) (01) and

\$150,000 (2nd MOU after 6 mos) (01)

Seniors mentoring WIA recipients.

\$285,000

Source:
Mary Ann Marsh
522-1775

New Mexico Border Authority

North American Development Bank
US Community Action Improvement Projectsó
\$300,000
Goal: To enhance the skills of employed workers and prospective employees in the New Mexico international border area.

Advisory Board:

- There are no advisory boards associated with this program, nor are any contemplated.

New Mexico Border Authority
Santa Teresa, New Mexico

Dona Ana Community College of NMSU
Las Cruces, New Mexico

Eligible Clients:

- Employees at the Santa Teresa Industrial Complex.
- Residents of census tracts 16, 17, and 18.

Job Skills Training:
Specific training is designed for current and prospective employees to upgrade their knowledge and may include computer skills, forklift and heavy equipment classes, as well as general administrative skills.

Source: Greg Trapp, Exec. Director
841-8844

Commission For The Blind

Advisory Board:

- The Commission for the Blind is governed by a 3-person board who comprise the actual Commission for the Blind. The Governor appoints the Commissioners for 6-year terms. The Rehabilitation Council (SRC) is an advisory body whose membership and function is set by the Rehabilitation Act. The 17 members of the SRC are appointed by the Governor. The services provided by the Commission for the Blind are guided by a State Plan, and the SRC develops the State Plan in partnership with the Commission for the Blind.

\$6,774,000

Goal: To train people who are legally blind or have a condition that leads to blindness to continue living independently.

Eligible Clients:

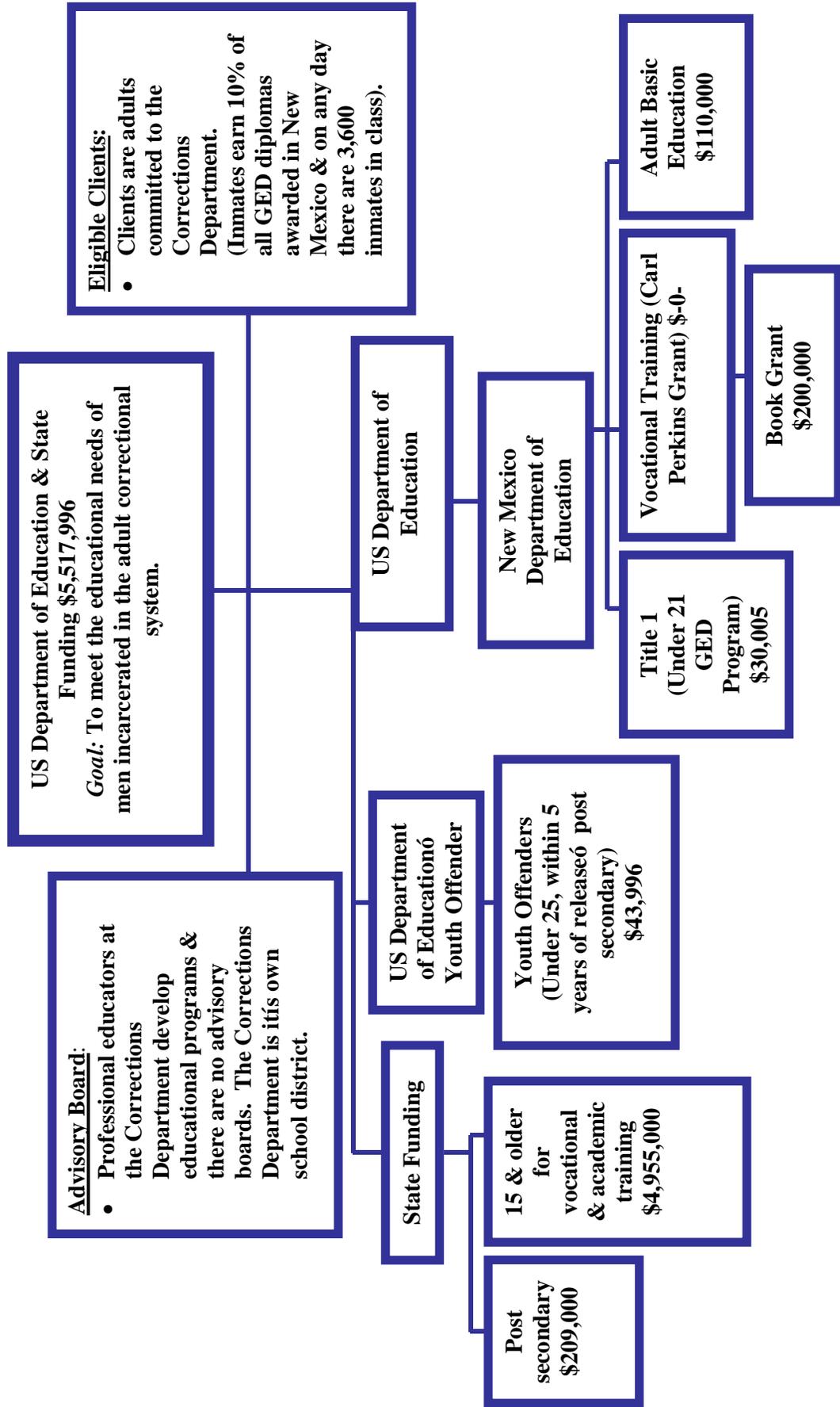
- To be eligible for vocational rehabilitation services, the consumer must be at least 14, must be legally blind or have a condition that will lead to legal blindness, and must need vocational rehabilitation services to achieve an employment outcome. To be eligible for independent living services, the consumer must be legally blind or have a condition that will lead to legal blindness.

\$277,000 of Federal funds and \$481,000 of State funds from Independent Living/Older Blind Programs, serving persons who are legally blind or who have a condition which will lead to legal blindness, and who require blindness skills training to continue to live independently in their homes and communities.

\$3,731,500 of Federal funds and \$1,009,923 of matching State funds from Vocational Rehabilitation programs, serving persons who are legally blind or who have a condition which will lead to legal blindness, who are 14 and over, who have an employment goal, and who require our services to attain the employment goal.

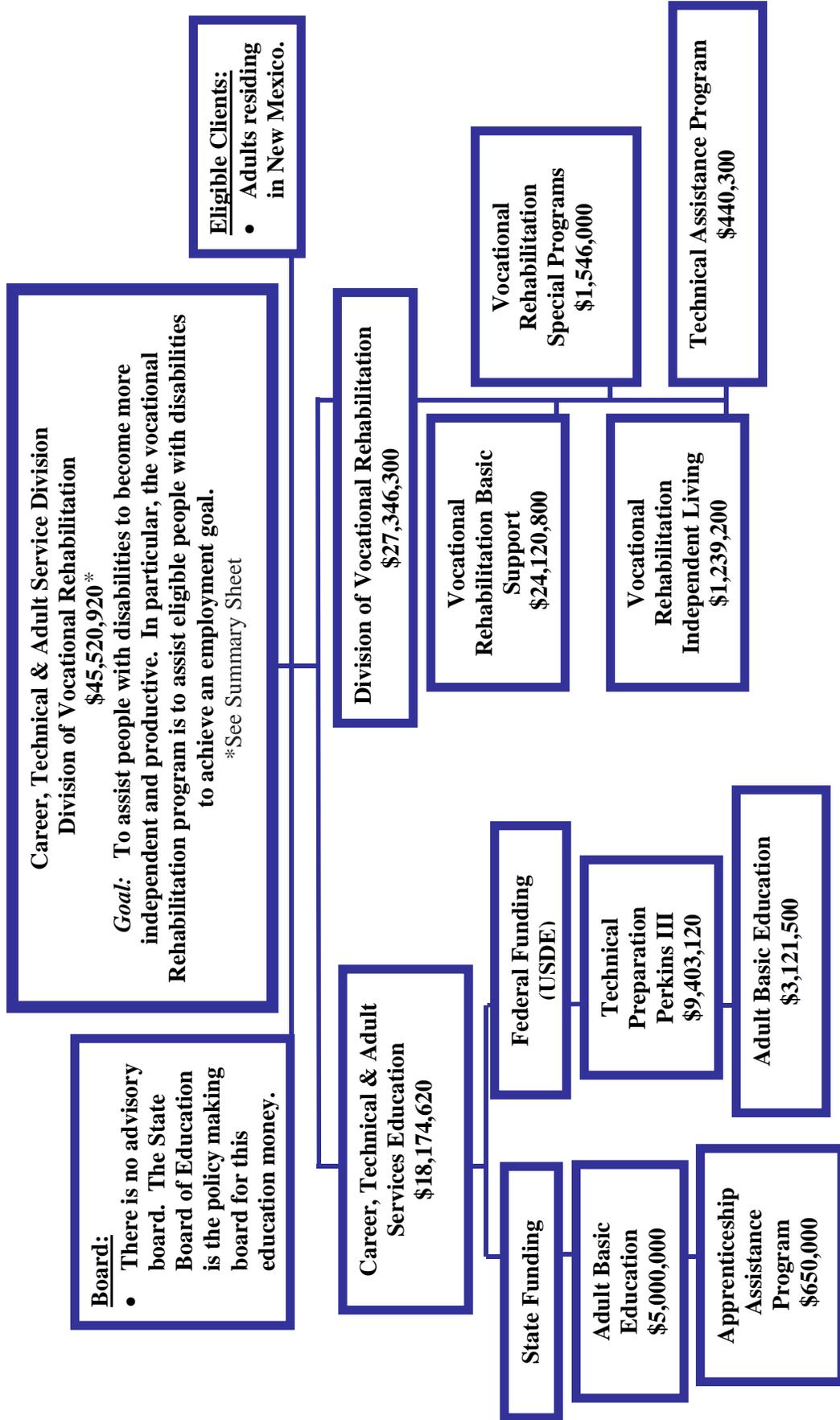
Corrections Department

Source: Gail Oliver
827-8682



Source: Nora Manzanares for Sp.Ed.
827-6672 & Terry Brigrance 827-6511 for DVR

Department of Education



Board:

- There is no advisory board. The State Board of Education is the policy making board for this education money.

Career, Technical & Adult Service Division
Division of Vocational Rehabilitation
\$45,520,920*

Goal: To assist people with disabilities to become more independent and productive. In particular, the vocational Rehabilitation program is to assist eligible people with disabilities to achieve an employment goal.

*See Summary Sheet

Eligible Clients:

- Adults residing in New Mexico.

Career, Technical & Adult Services Education
\$18,174,620

State Funding

Adult Basic Education
\$5,000,000

Apprenticeship Assistance Program
\$650,000

Federal Funding (USDE)

Technical Preparation Perkins III
\$9,403,120

Adult Basic Education
\$3,121,500

Division of Vocational Rehabilitation
\$27,346,300

Vocational Rehabilitation Support
\$24,120,800

Vocational Rehabilitation Special Programs
\$1,546,000

Vocational Rehabilitation Independent Living
\$1,239,200

Technical Assistance Program
\$440,300

Source: Bob R. 827-4945

Department of Finance and Administration

School-to-Work Advisory Council:

- Controls grant funds, activities and establishes a budget, hires/oversees State Coordinator, develops policy and plans, promotes program, builds an employer base, promotes partnerships, and develops sustainability strategies.
- By statute, all members of the Advisory Council are appointed by the Governor, additional members are the Secretaries of Labor, Economic Development, Department of Finance/Administration, State Superintendent of Education, a member of the Education Policy Advisor (ad hoc), Executive Director of the Commission of Higher Education, 2 State legislators, and 5 private sector representatives.

New Mexico School-to-Work
\$2,597,850 *

Goal: For students to see the benefit of education and workplace experience.
*See Summary Sheet

Eligible Clients:

- All students in New Mexico K-through post secondary education programs. This funding is primarily for enrichment activities.

Career Partnerships/UNM-Valencia Campus
\$60,000

Southern New Mexico Regional School-to-Career Partnership
\$125,000

Quay County Gateway Mesa Technical College
\$75,000

Regional Educational Economic Partnership-University of New Mexico Gallup
\$75,000

Middle Rio Grande Business & Education Collaborative
\$376,000

Northern NM Partnership- Las Vegas City Schools
\$135,000

Roswell Regional Partnership ENMU- Roswell
\$123,000

Los Alamos/Jemez Valley UNM/Los Alamos
\$43,000

San Juan School-to-Career Partnership San Juan College
\$60,000

Otero Regional Partnership
\$152,000

Eastern Plains Clovis Community College
\$103,850

Northern New Mexico Community College
\$175,000

Santa Fe Regional School-to-Career Partnership
\$25,000

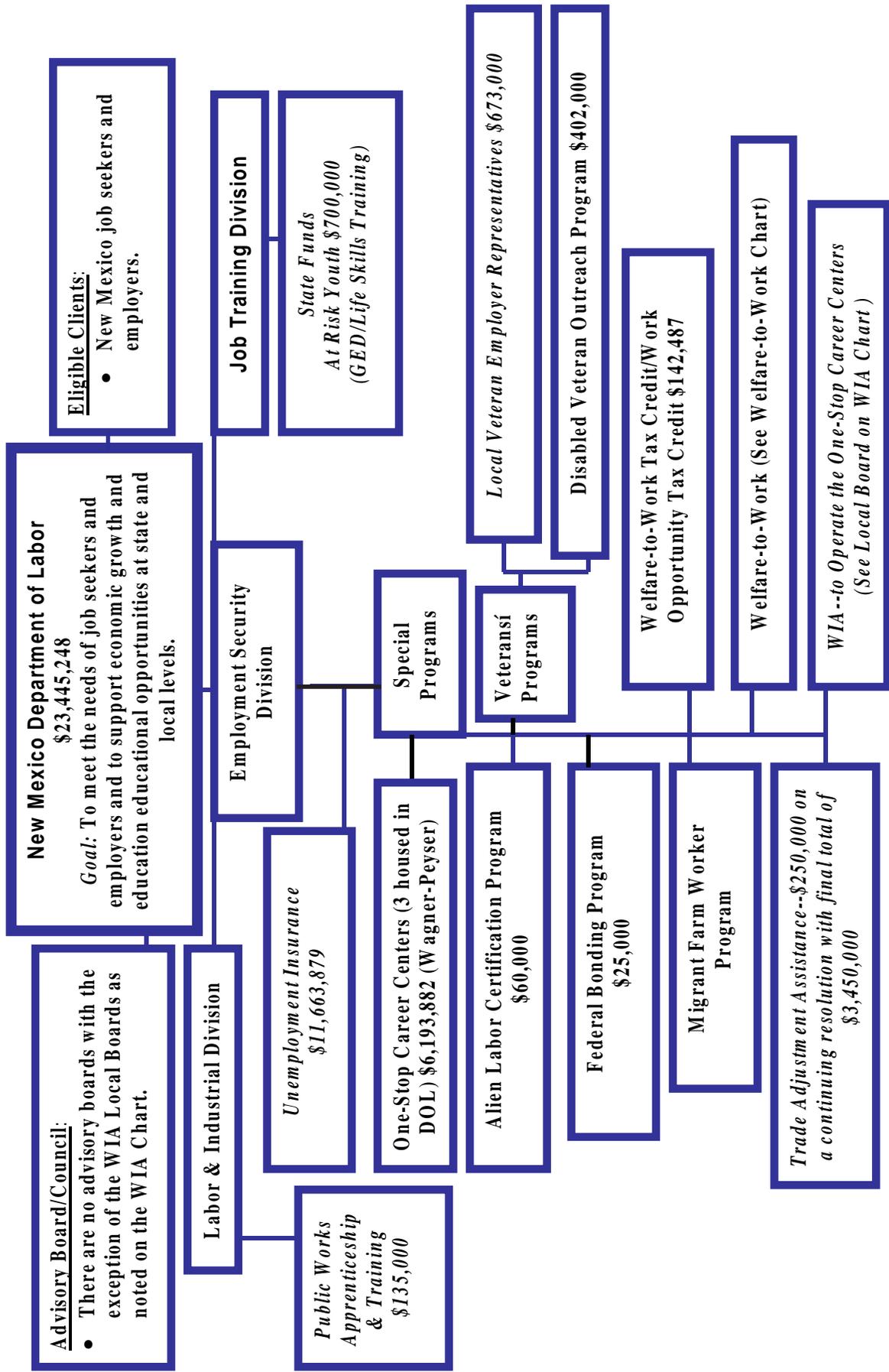
Southwest Regional Partnership-- Truth or Consequences
\$220,000

Future Foundation Grants/Cibola County
\$150,000

Southeastern New Mexico Educational Resource Center
\$700,000

New Mexico Department of Labor

Source: Charles Lehman, Sec. Office 841-8406
 Mary Kay Root, Dir, L&I, 827-6808
 Alan Richardson, Dir, JTD, 827-6827



Source: Theresa Varela, Prog. Manager
827-0305

Economic Development Department

Advisory Board Responsibilities:

- **Membership**, by state statute, is the agency heads of the Economic Development Department, the Vocational Education Division of Education Department, the Job Training Division of the Department of Labor, and the Executive Director of the Commission on Higher Education. Four members are appointed by the Governoró one from organized labor and one from the business community. The final two are advisory members- one from rural New Mexico and one from the business community.
 - Administer all funds
- Approve, regulate, control or abandon designated training programs
- Provide technical assistance to businesses requesting training
- Contract for the implementation of training
 - Provide/contract for in-plant training
- Set performance standards and evaluate training efforts.

The New Mexico Industrial Development Training Act \$9,000,000

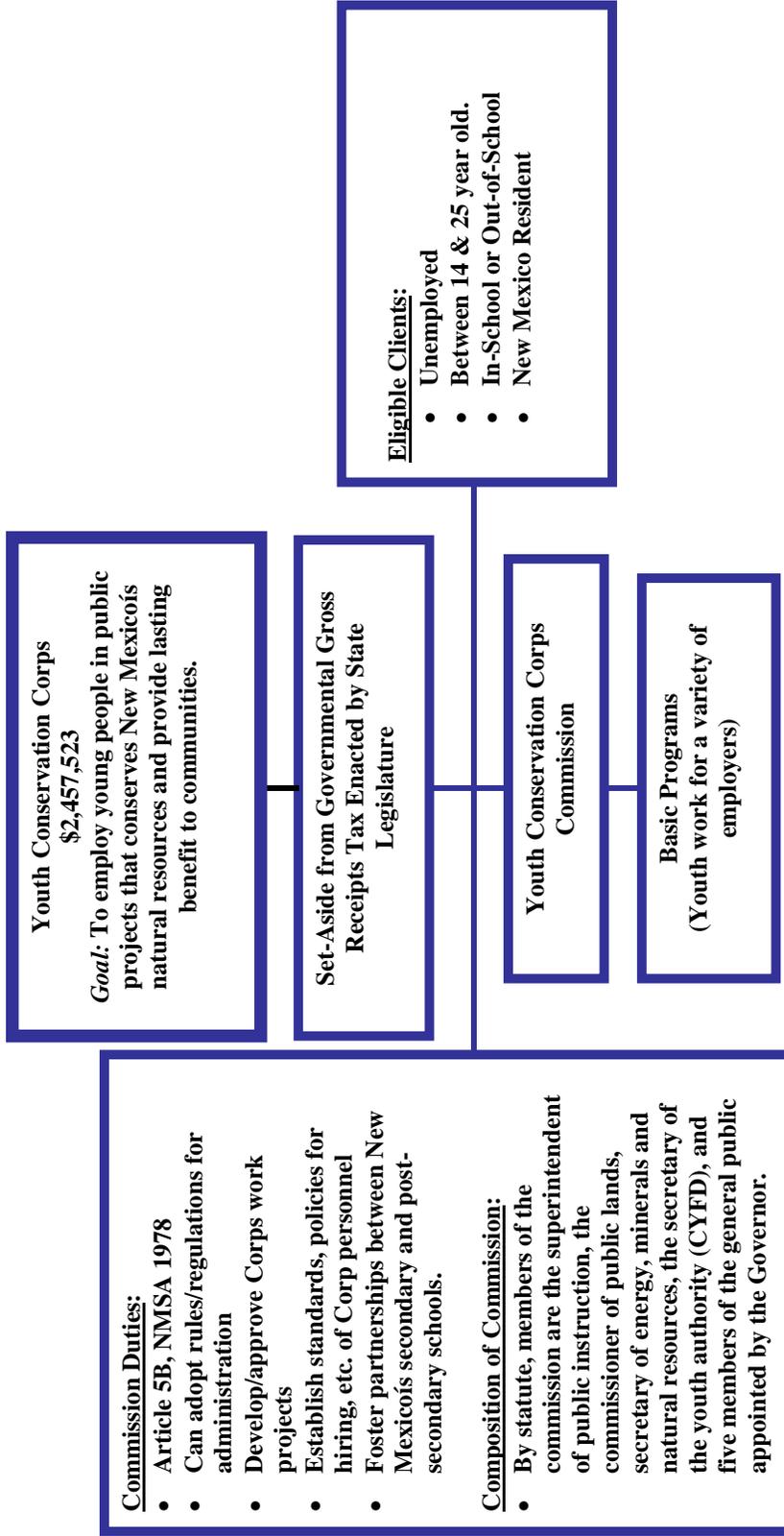
Goal: To assist the development of New Mexico's economy by providing custom designed training projects to prepare New Mexico residents for employment in new and/or expanding companies who manufacture or produce a product in New Mexico.

Industrial Training Board
(Provides In-plant Training for New Mexico Businesses).

Eligible Clients:

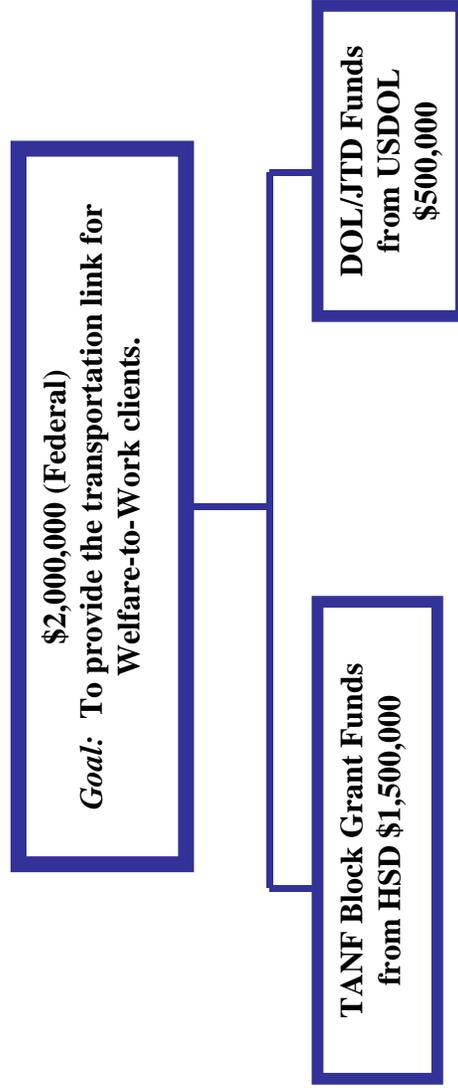
- Companies that are expanding or relocating to NM.
- Companies must hire employees--more than 3 (urban); more than 1 (rural).
- The company must manufacture or produce a product in NM.
- Non-retail service provider whose service is exported out of NM.
- Employees must be full-time; non-managerial; and NM residents.
- Training may not exceed 1,040 hours.

Energy, Minerals and Natural Resources Department



Source: Josette Lucero
827-0410

Highway & Transportation Department



Source: Terry Trujillo, Prog. Manager 827-6243

Human Services Department

Advisory Boards:

- There are no advisory boards and heads of agencies that make funding decisions.
- NM Works Contractors establish regional service committees who maintain a collaborative effort within their communities to create job development training, placement and retention activities.

TANF BLOCK GRANT FUNDS
\$138,867,253
Goal: To help New Mexicans improve their well-being & move toward self-sufficiency.

Eligible Clients:

- Are receiving cash assistance or food stamps

Cash Assistance
\$90,000,000

Domestic Violence Classes \$500,000
Domestic Violence Services \$1,700,000

Commission on the Status of Women-- Job Skills Training
\$1,200,000
(\$700,000 Federal
\$500,000 State)

Children, Youth and Families Childcare Services
\$32,900,000

NM Works contractors are:

City of Albuquerque
\$700,000
(transp.-only)

UNM Continuing Education
\$341,475 transp.+
\$2,504,150 for ed. & training

San Juan College
\$323,925 for transp. +
\$2,375,450 for ed. & training

New Mexico Highlands University
\$147,900 for transp.+
\$1,084,660 for ed. & training

Eastern New Mexico University
\$242,700 for transp.+
\$1,779,800 for ed. & training

New Mexico State University
\$323,850 for transp.+
\$2,374,900 for ed. & training

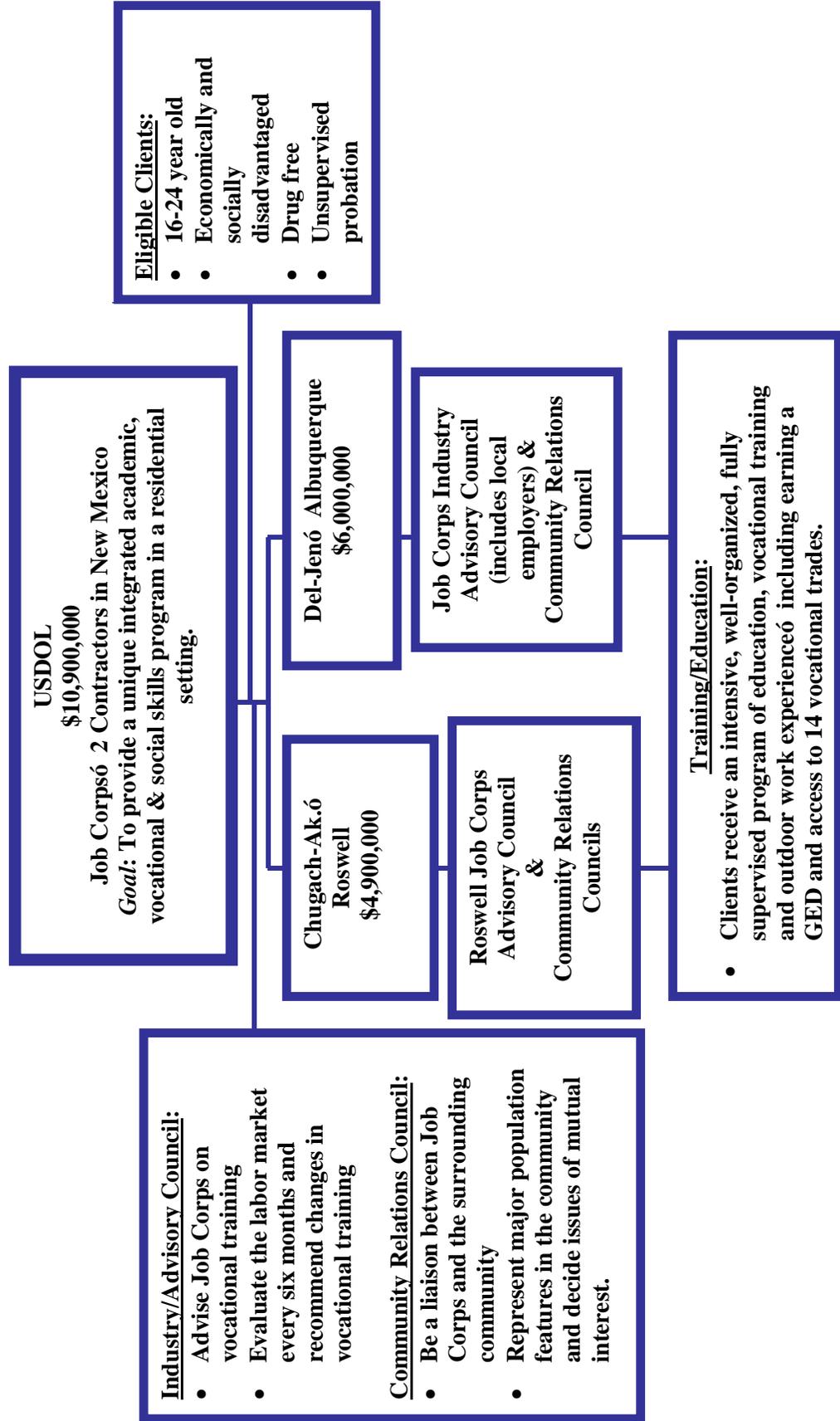
City of Las Cruces
\$268,443 transp.-only

City of Santa Fe
\$100,000 transp.-only

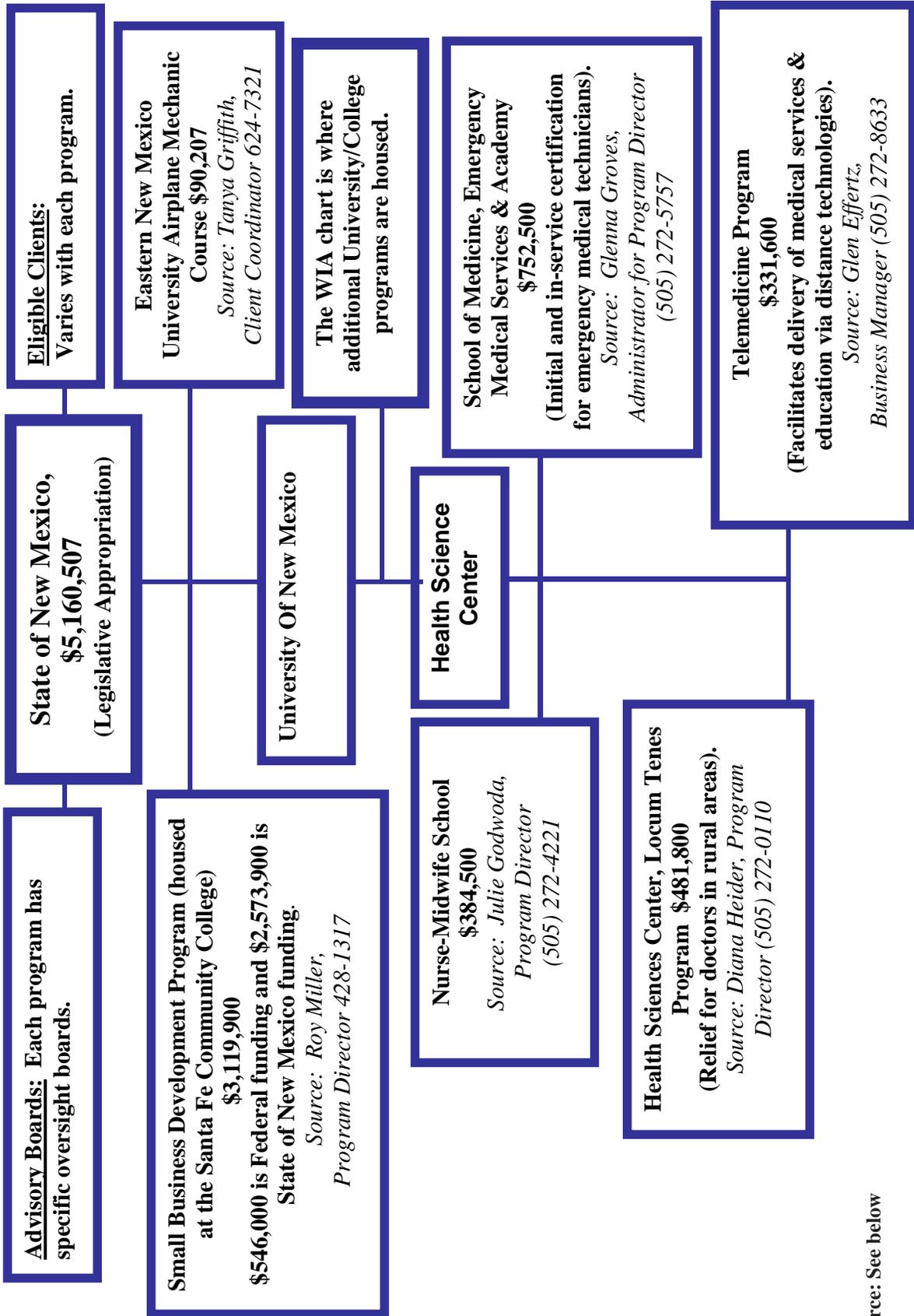
Source:

Mary Cohorst, Roswell 347-5401
Aladin Rodriguez, Albuq. 346-2562

Job Corps



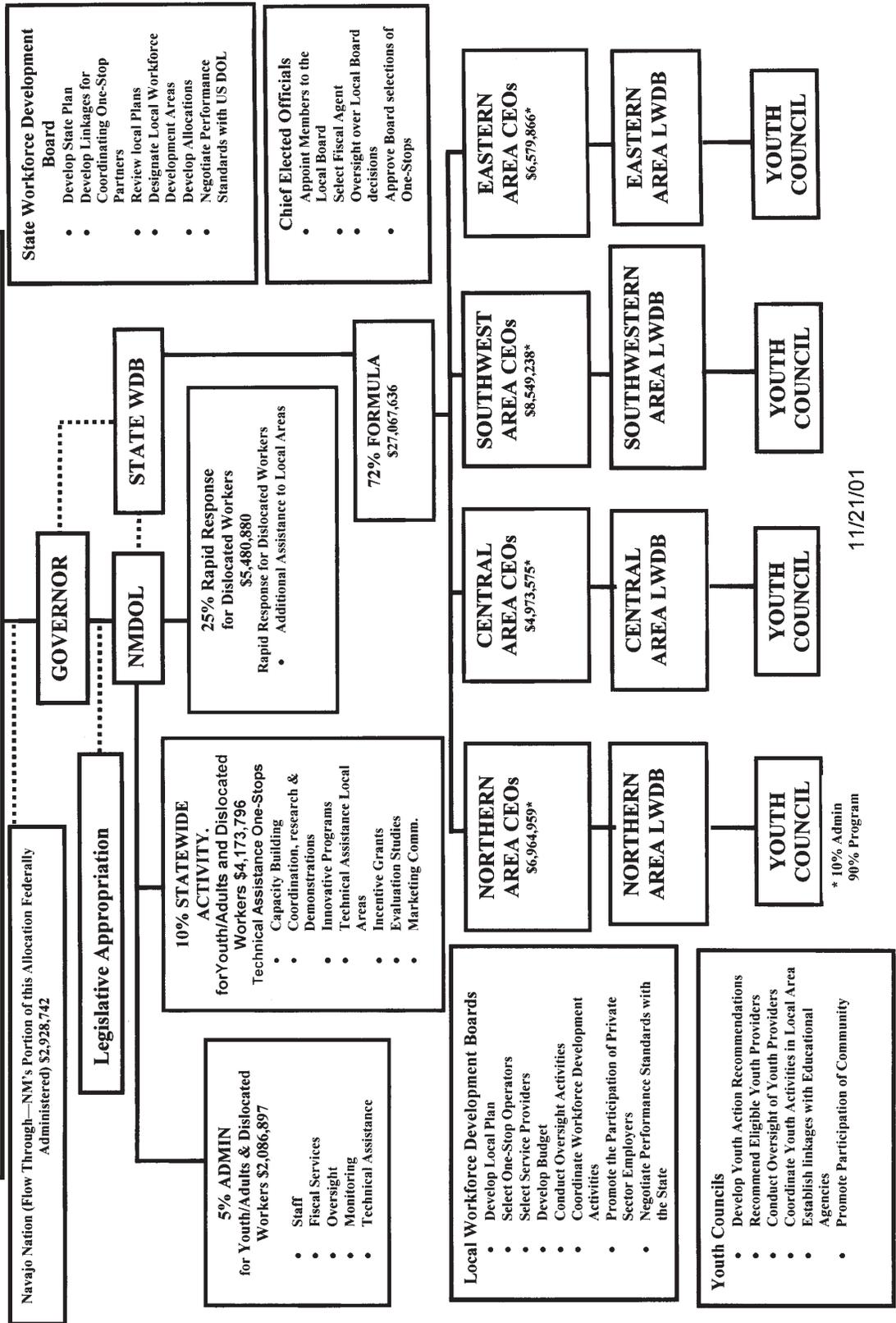
Various University (Housed) Programs



Source: See below

Source:
Victor Ortiz
827-6824

Workforce Investment Act Funds, and Responsibilities (USDOL) \$41,737,950



11/21/01

* 10% Admin
90% Program

Source: J. Gaussoin, Acting Bur.
Chief, 827-6813

Welfare-To-Work

